



# EM PO WER

**Graduate and Early Career  
Advisor Development Programme**

#empoweringag





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# Our Purpose

**To enable farmers to be more than they could be by themselves.**



# Our Why

Our farmers and growers are navigating their way through a lot of change, and we want to make sure they have access to the best people to tackle these challenges.

Our primary industries need fresh new talent to help them thrive, so we are committed to taking on new graduates, or those in their early stages of their career, every 12 months.

# How the EMPOWER programme works

## The Process

- 1 Application
- 2 Recruitment process
- 3 Induction programme, based in Rotorua
- 4 Ongoing training and support
- 5 Independent engagements
- 6 Opportunities to show leadership

## Your Opportunities

- Be **mentored and supported** by people whose expertise is sought after across the industry.
- Get a taste for a number of **different industry sectors and a wide variety of work**.
- Access **training and personal development** opportunities as you begin your agribusiness career.
- Get **hands-on farm consultancy experience** with clients.
- Be **part of a team advising Government** on some of the largest agricultural projects in the country.
- **Work with industry stakeholders** on projects that will benefit our communities and the future of farming.

Abbey Dowd



2023 COHORT

“Even in my first eight weeks at Perrin Ag I was exposed to the full range of opportunities and challenges being faced by farmers and the passion and knowledge of the firm’s consultants to help navigate them.

I’ve already been exposed to a wide range of scenarios, systems and projects in a supportive environment. I’m excited to continue learning and contributing to this ever-changing and adapting industry.”

# Why Perrin Ag is a great place to work

At Perrin Ag you will...

- Work with a variety of agribusiness clients and industry sectors across the entire value chain.
- Get support to achieve professional development/certifications in GHGs, nutrient budgeting, farm system and financial modelling.
- Develop knowledge and capability outside your core area of tertiary study.
- Be rewarded with competitive remuneration linked to performance.
- Explore opportunities for company shareholding.
- Get time to give back to the rural communities in which we work.
- Have fun and celebrate wins with the team.
- Work autonomously and take ownership of projects knowing you have our full trust and support.
- Feel confident sharing your ideas and opinions because your input is valued and considered



## Our Specialties



### Māori Agribusiness

Perrin Ag provides 20+ Māori-owned farms with operational oversight (2.5mil kg MS, c. 50,000 SU) across the motu and has 50+ active Māori client relationships. Māori agribusiness comprises 40% of the firm's revenue.



### Sustainable Agriculture

At Perrin Ag, we work alongside our clients to build sustainable farm systems & orchard businesses that protect the environment and strengthen profitability.



### Integrated Land Use Solutions

Our farm advisory and management services in New Zealand provide independent advice, governance, and hands-on support to help you run your farm confidently and sustainably.



### Economic Analysis & Policy Advice

Today's challenges require proactive, adaptable strategies. At Perrin Ag, we work alongside our clients to build sustainable farm systems that protect the environment and strengthen profitability.



2025 COHORT

"The Empower programme has been the perfect platform for my career in the primary sector.

The wealth of knowledge and variety of work within the team at Perrin Ag has meant that I've been exposed to a wide range of learning opportunities. Being able to add value to farm businesses early on has been particularly rewarding so far."

## What else we offer

We love giving back to our communities. Each member of our team gets the opportunity to invest time and their own individual sponsorship allocation to a community initiative of their choice.

Our head office is based in Rotorua, but we work with clients across the mōtu. There are opportunities to work from other locations across the country.

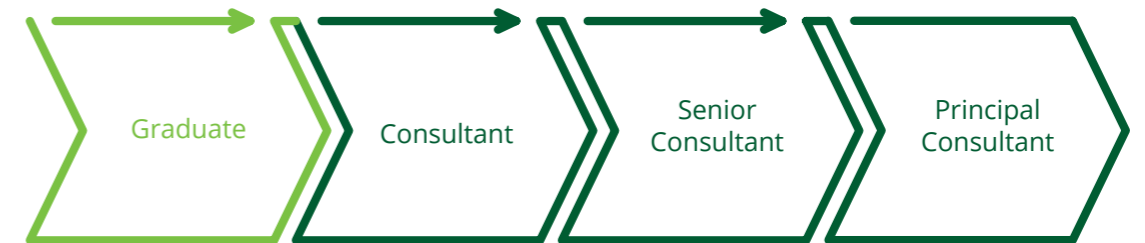
We are strong supporters of the New Zealand Institute of Primary Industry Management (NZIPIM). Your membership of the Institute is paid for by Perrin Ag and provides great networking and professional development opportunities.

We meet as entire team each quarter and have an annual team trip away together.





# Career opportunities at Perrin Ag



**Most of our work focuses on using our knowledge of agricultural and horticultural production systems to add value to our clients' businesses.**

But our talented team has a wide range of specialist skills and expertise.

At Perrin Ag, you have the opportunity to explore a variety of disciplines and shape the direction of your own career with our support.



**Specialisation in a discipline (if any) usually occurs at Senior Consultant Level**

# Your first two years in the Empower programme

It takes time to develop the skills needed to be an effective agribusiness consultant.

And we all know that in agriculture no two years are ever the same. That's why it's important to learn how to apply and adapt your knowledge to different circumstances.

Your first years at Perrin Ag will focus on **developing the key competencies** you need to work independently with our clients.

You will **build on your interpersonal skills** and learn to work effectively in our team environment.

After spending time with everyone in the business, you'll be **mentored by a senior member of the team** for your first 12 months.

You'll get the opportunity to **add value and gain experience** across all of the key areas of the firm.

You can then decide **what interests you most and what you might like to specialise in**. We can help you develop your skills and expertise in that area.

## After two years, you'll be equipped to:

- Undertake independent advisory work.
- Facilitate group learning.
- Complete an investment analysis and report.
- Complete a nutrient and GHG budget.
- Complete a farm or orchard environment plan.
- Complete an annual farm or orchard budget (profit and cash basis) and report.
- Complete literature reviews to a high standard.
- Lead delivery of components of project work.



# The Empower programme involves

Completing post-graduate training in sustainable nutrient management and agricultural greenhouse gases.

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Industry certification and accreditation as applicable, such as:

- Cow body condition scoring
  - Farm Environment Planning Certification
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FARMAX training - financial and operational modelling.

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Formal training in facilitation skills.

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A minimum of introductory level Te Reo Māori.

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Developing competency in core industry software and applications.

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Professional membership (NZIPIM) and associated events and learning opportunities.

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Increasing capacity in critical thinking and problem solving.

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Exposure to clients and workstreams both behind and beyond the farm gate.

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Rachel Durie



2019 COHORT

"The support from the Perrin Ag team has been outstanding coming in as a new consultant in a company with such a diverse portfolio.

The ability to continually learn, explore areas of interest and be recognised for achievement within such an innovative business makes Perrin Ag an exciting company to be a part of."

# Is this you?

We are looking for people who...

- + Have a degree in primary sector sciences, economics or resource management.
- + Are passionate about our land-based primary sectors and the people who live and work in them.
- + Are hungry to learn and succeed.
- + Strive to achieve at the highest standards.
- + Can work successfully in a team environment, act on constructive feedback and demonstrate initiative in problem solving.
- + Have excellent written communication.
- + Want to make a difference to others.



## Want to know more about Perrin Ag?

We are a team of leading agribusiness advisors working from our headquarters in Rotorua and our Feilding hub to service clients across New Zealand.

The breadth of our work is extensive – from working with farmers and growers to build productive and profitable farming businesses, to working with Government on some of the largest rural projects in the country.

Perrin Ag operates at a leadership level to provide advice to industry stakeholders on projects that are having a positive impact on our regions, our country and the way we farm.

Our business is built around the trusted relationships we have with the people who have one of the most important jobs there is – growing food. We believe in doing what is right for our clients and their communities.

Started in 1982  
became Perrin Ag in 2000

2 key office locations:  
Rotorua & Feilding

Over 500 active client relationships

More than 20 team members,  
including 17 advisory consultants



2026 COHORT

"From day one at Perrin Ag, I have been welcomed into a supportive and encouraging team environment. I have already had the opportunity to be involved across multiple areas of the business, which has been a great introduction to the primary sector.

Working alongside experienced consultants and contributing to a wide range of projects has helped me to build confidence and develop practical skills early on. I am excited to continue learning and growing in an industry I care deeply about."

## How to apply for the Empower programme

- 1 Prepare your covering letter and upload it to our portal, together with your academic record.
- 2 Applications open in June – visit the Perrin Ag Website for specific dates  
[APPLY NOW](#)
- 3 If you are short-listed from the initial applicants, we will organise a short video call with you.
- 4 If successful, we'll host you at our Rotorua headquarters where you will meet some more of our team and have a second interview with our leadership team.
- 5 Our preferred applicant will be given a verbal offer of employment, along with a formal offer letter. You will have 10 days to consider the offer.
- 6 Your employment at Perrin Ag will begin in mid-January of the following year.

# **EMPOWER**

**Graduate and Early  
Career Advisor  
Development  
Programme**

[www.perrinag.net.nz](http://www.perrinag.net.nz)